

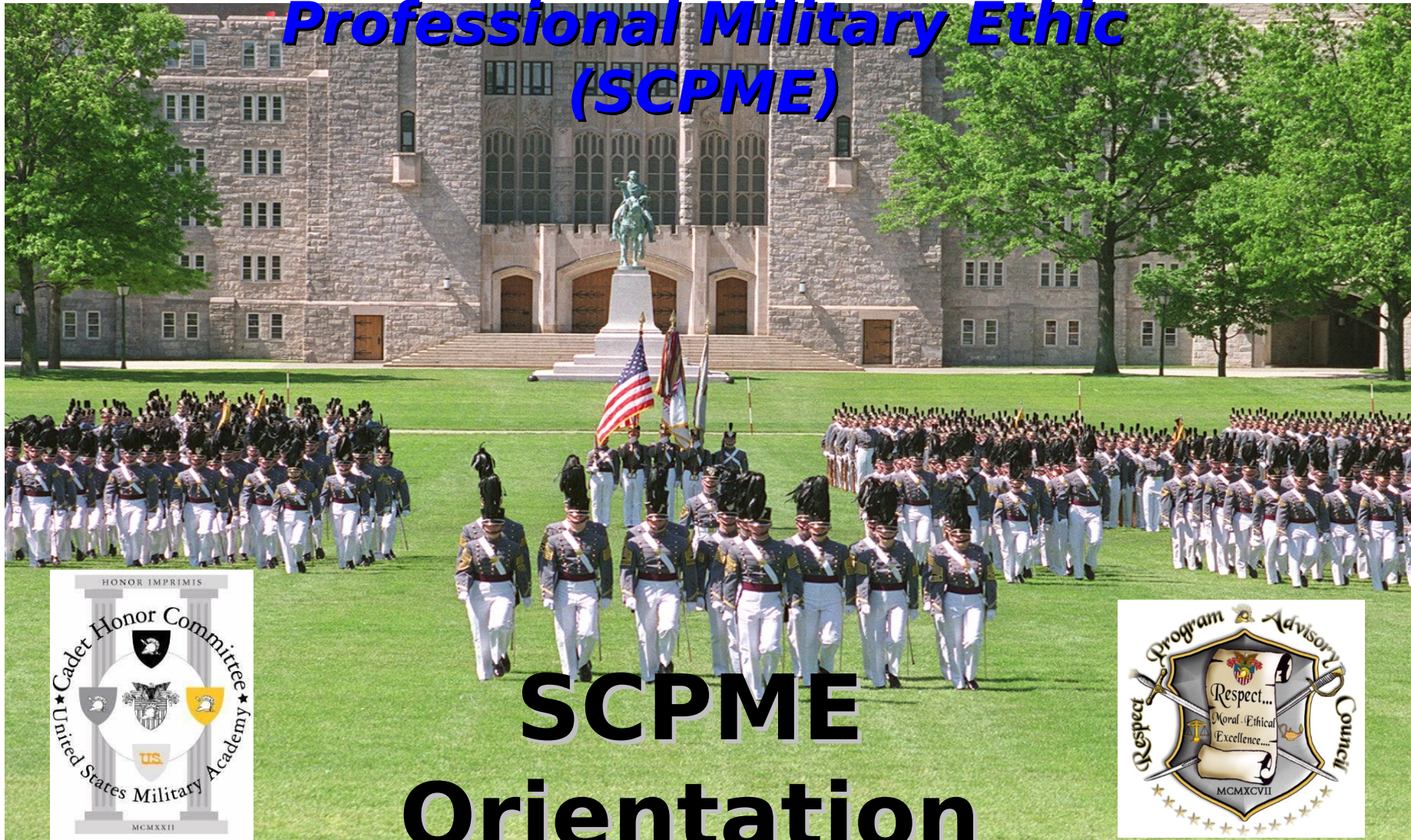


United States Military Academy



William E. Simon Center for the

Professional Military Ethic (SCPME)



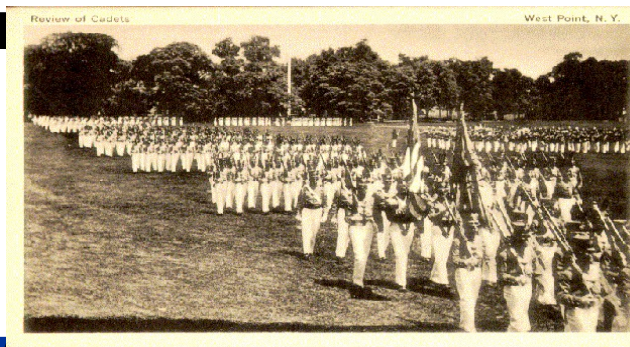
SCPME Orientation





The Center for the Professional Military Ethic

- **1922 - Cadet Honor Committee established under BG MacArthur**
- **1976 - Cheating scandal (Borman Commission Investigation)**
 - Officer oversight of Cadet Honor Committee
- **1992 - Respect Committee established with officer oversight**
 - In concert with the Army Consideration of Others (CO2) program
 - Commandant BG Foley (Medal of Honor Winner)
- **1998 - Center for the Professional Military Ethic est. under (The Commandant)**
 - Chartered by Army to become the center for excellence in the Military Ethic
 - Grant by William E. Simon: Business man, sportsman, philanthropist
- **2000 Focus on Professional Military Ethic**
 - GEN Frank's Senior Leader Panel
 - GEN Frank's Battle Command Course
 - Professional Military Ethic Education (PME2)



Duty, Honor, Country



USMA Mission Statement

To educate, train, and inspire the Corps of Cadets so that each graduate is a commissioned ***leader of character committed to the values of Duty, Honor, Country*** and prepared for a career of professional excellence and service to the Nation as an officer in the United States Army

SCPME Mission Statement

To ***develop, coordinate and integrate curriculum and other activities within USMA on the Professional Military Ethic*** to promote an understanding of a professional self-concept of Officership within all graduates; Supervise the Cadet Honor / Respect Programs

Duty, Honor, Country



SCPME Raison D'Être

Its About Developing the...Military Ethic

"...the place where the professional standards are set, the place that defines the military culture, and the place that nurtures the values and virtues of military service and passes them on from generation to generation." GEN Colin Powell, SEP 98.

Leaders of Character



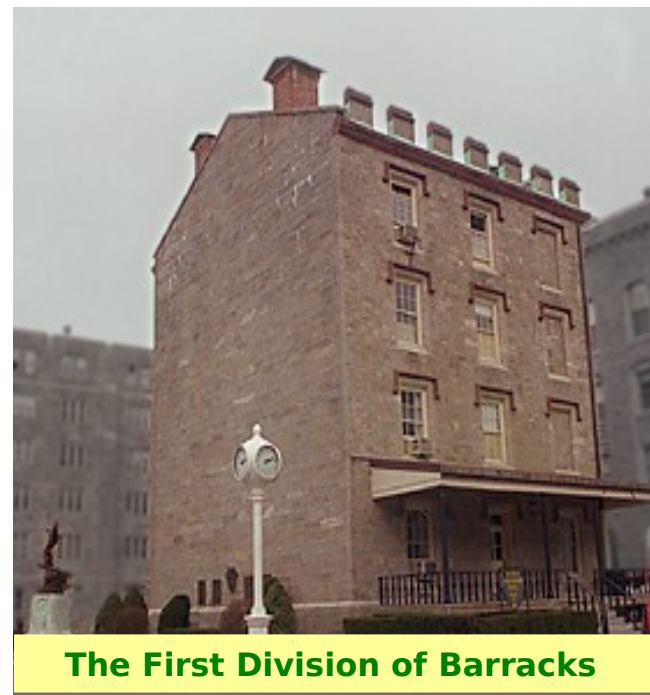
- Seek to discover the truth, decide what is right, and demonstrate the courage and commitment to act accordingly
- Character connotes not only moral and ethical excellence, but also firmness, resolution, self discipline, and judgment...USMA

Duty, Honor, Country Cir 1-101-1



SCPME Core Functions

- **Develop and integrate Cadet Professional Military Ethic Education (PME2)**
- **Supervise the Cadet Honor Program**
- **Supervise the Cadet Respect Program**
- **Army Center of Excellence**
 - Study of Officership
 - The Professional Military Ethic
- **Outreach**
 - Army
 - Civilian organizations



The First Division of Barracks



Cadet Leader Development System

- **Purpose: Synch Academy efforts to develop Leaders of Character**
- **Strategic Guidance for Program Managers**
 - Academic (DEAN) , Military (COM) and Physical (COM/ODIA)
- **Six unique domains for development (Lines of Operation)**
 - **Competence:**
 - Intellectual (DEAN lead)
 - Military (COM lead)
 - Physical (COM lead)
 - **Character (COM Lead):**
 - Spiritual
 - Ethical
 - Social
- **Cadets responsible for their own development**
- **All USMA actions contribute to character development**

← **PME2 focus**



Ethical Domain Attributes

- Understand and demonstrate loyalty to the Constitution, the Army, unit, subordinates and comrades in that order.
- Pursues an understanding of the requirements of duty in all situations and sets forth to energetically accomplish them.
- Display, through positive communication, physical actions and body language, respect for people, nature and property.
- Demonstrate an ability to obtain and maintain a positive command climate founded on the Army and unit values.
- Understands the importance of being a moral exemplar on and off duty and consistently sets the example for subordinates.
- Is humble, self-effacing and is a selfless server.
- Is an honorable person who understands his/her own values (professional and personal) and is true to those values in word and deed.
- Is trustworthy. A person who does what he/she says they will do and can be depended on to do the right thing.
- Demonstrates an understanding of the Leader's obligations under Title 10, § 3583, requirement of exemplary conduct, as a member of the profession of arms



Social Domain Attributes

- **Understand Service etiquette, traditions, customs and courtesies**
- **Conduct themselves with dignity, tact, grace, sincerity, civility, respect and diplomacy**
- **Dress appropriately for their status as commissioned Army Leaders**
- **Speak or converse comfortably and effectively with a broad range of groups**
- **Demonstrate a caring, compassionate nature**
- **Demonstrate maturity, self-control, and sound judgment**
- **Understand and demonstrate responsible use of alcohol**
- **Are savvy to the diverse nature of global culture and able to adapt their behavior to operate within a specific setting**
- **Are savvy to the multi-cultural American Army and can effectively lead soldiers from many cultures.**



Spiritual Domain Attributes

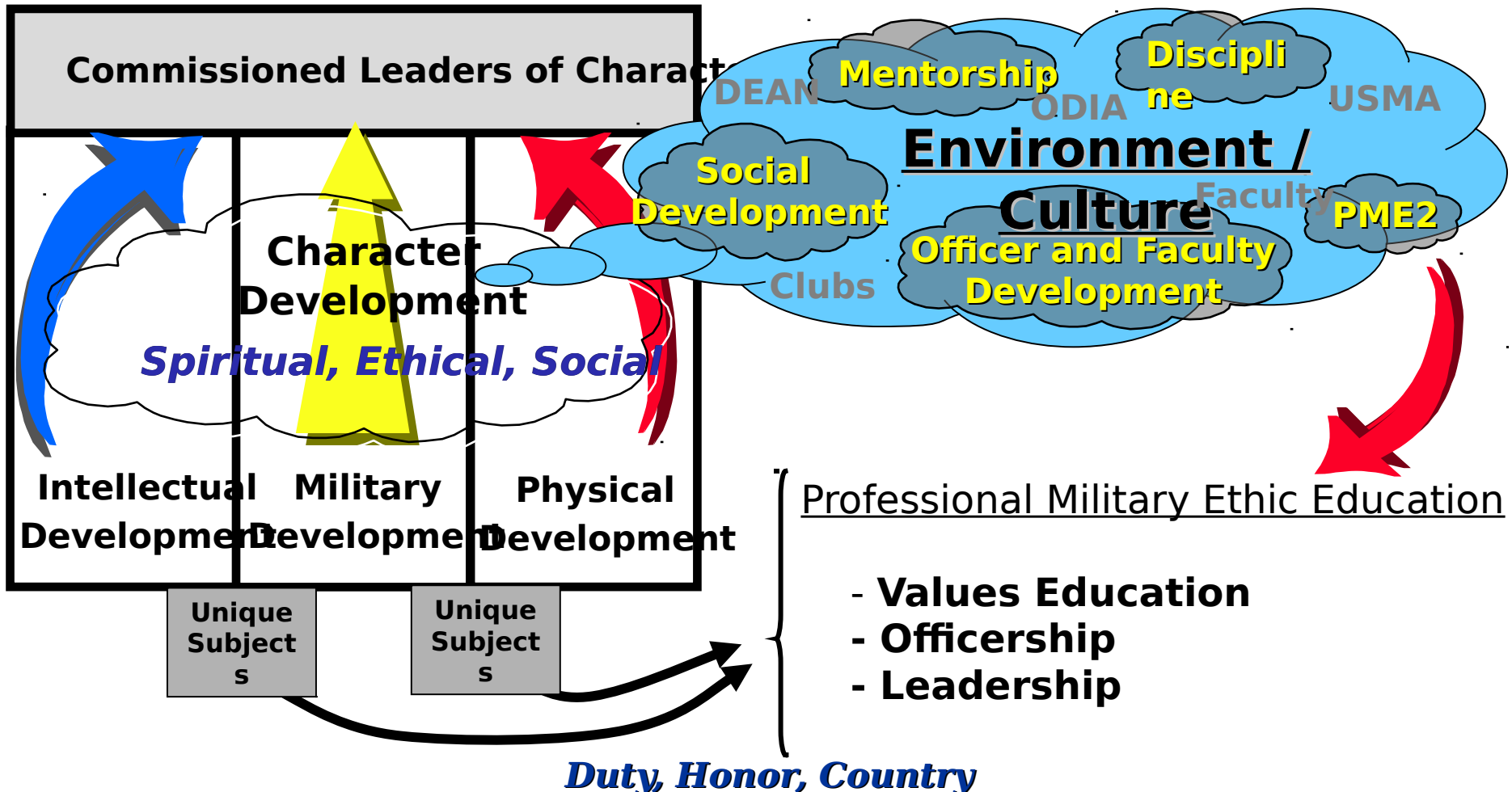
- resolving of one's purpose and role in the context of the world community, the nation, and the military profession
- reconciling one's own mortality
- growing a coherent and principled worldview
- developing the warrior spirit
 - *I will always place the mission first,*
 - *I will never accept defeat,*
 - *I will never quit,*
 - *I will never leave a fallen comrade behind.*
- striving for excellence and demonstration of the winning spirit
- deepening leadership traits such as compassion, humility, discipline, and mental toughness
- reflecting to build self-awareness
- integrating one's fundamental beliefs with the professional military ethic
- recognizing the significance or meaning in life experiences
- committing to selfless service in support of Constitutional values



PME² (USMA) Strategy

Preparation for “officership”

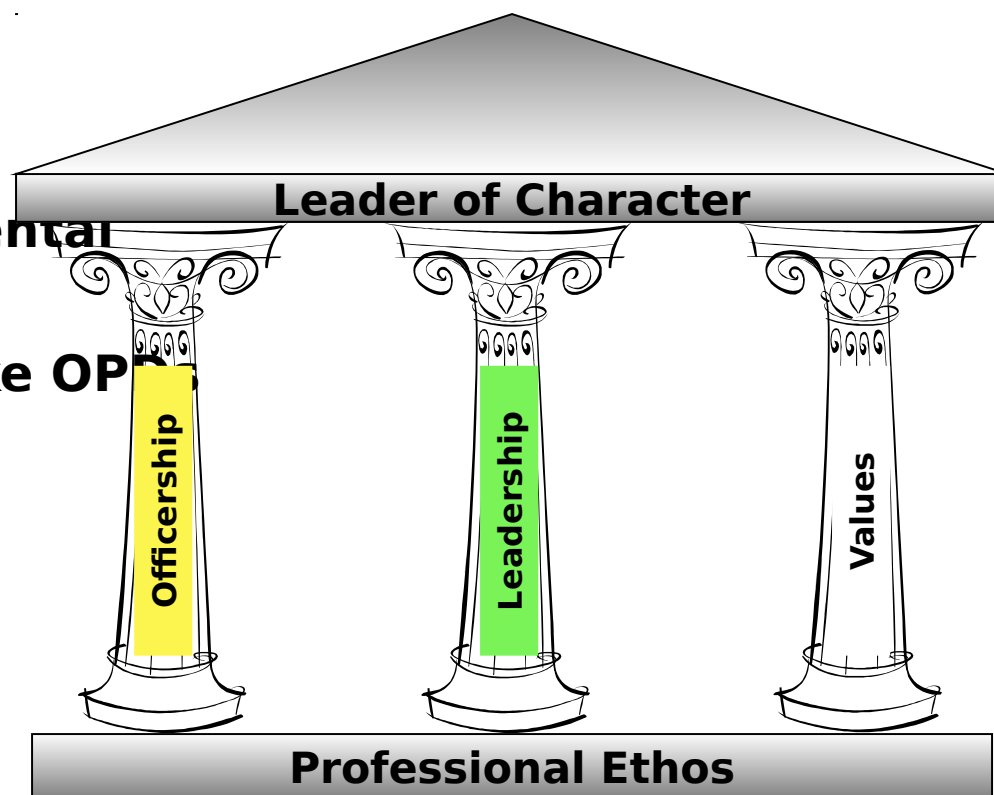
a matter of competence and character





PME² Curriculum

- **Classes focused on developing the Professional Military Ethic**
- **Developed to meet CLDS outcome goals**
 - VEP still fits...better related to the PME
 - Lessons focus on Leadership, Officership and Values
- **Progression from Plebe to Lieutenant using developmental process**
- **Lessons are focused to be like OP**
 - Challenge thoughts
 - Provide techniques “How To”
 - Vignette training
 - Un-graded events
 - Mentor to help make sense of how this fits into the ethic



Duty, Honor, Country



PME² Curriculum

- **Start with the basics (ARMY Values) (Plebes / Yearlings)**
- **Progress rapidly to how PME is vital to becoming a leader**
- **Small group discussions**
- **TACs responsible for the instruction**
- **Instructor selection and preparation (Volunteers)**
 - Faculty members teach the majority of the lessons
 - Organized by Company PME2 mentor teams
 - Instructor preparation is main effort
- **SMEs author lesson plans and responsible for faculty development**
- **Guest speakers used as impact speakers and to train Faculty**
- **Capstone projects (Measure success)**
 - In class journal entries and essays
 - Vignette training / Battle Command Course Model
 - Senior Leader Panel

Duty, Honor, Country



United States Military Academy

SCPME Organization



Director
Colonel 01A
COL Alan Bourque

Deputy Director
LTC 01A
LTC Brian Mennes

Visiting Scholar
GEN (RET) Fred Franks

Automation Assistant
GS-6
Mr. Walt Banach

Operations Officer
Not Authorized
MAJ Eileen Granfield

Military
Civilian
Unfunded

**Special Assistant
for Honor**
LTC 01A
LTC Meyer

**Special Asst. for
Respect**
CPT 01 A
CPT Paravecchia

**Professor
for Officership**
Dr. Rick Swain

Education Officer
MAJ 01 A
LTC Dave Jones

Honor NCO
E-7

Honor Secretary
GS-5
Ms. Terry Orr

**Equal Opportunity
Advisor**
E-7
SFC Matthew Potts

Asst. Education Officer
Not Authorized
MAJ Devon Blake

Honor

Respect

Officership

Education



Cadet Honor Code

“A cadet will not lie, cheat, steal, or tolerate those who do.”

- **Purpose:**
 - To foster a commitment to honorable living as leaders of character for the Army and the Nation
 - Foundation for inculcating the Seven Army Values
- **Developed and administered by the Cadets**
- **The minimal standards for all Cadets**

The Honor Plaza



Duty, Honor, Country

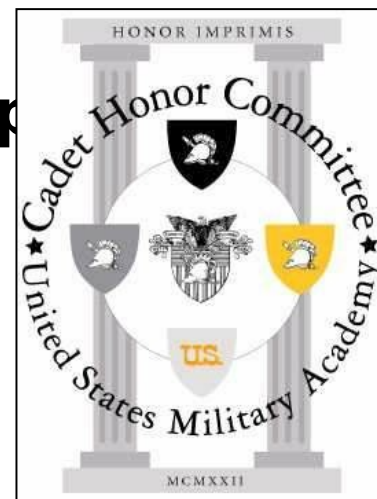


Honor Section's Roles

- Commandant's Advisor for Honor issues
- Mentor the Cadet Honor Staff
- Assist Cadets with the implementation of the Honor Campaign Plan
- Supervise the Cadet Honor investigation process
- Supervise the administration of the Honor board
- Supervise the Cadet Honor Staff

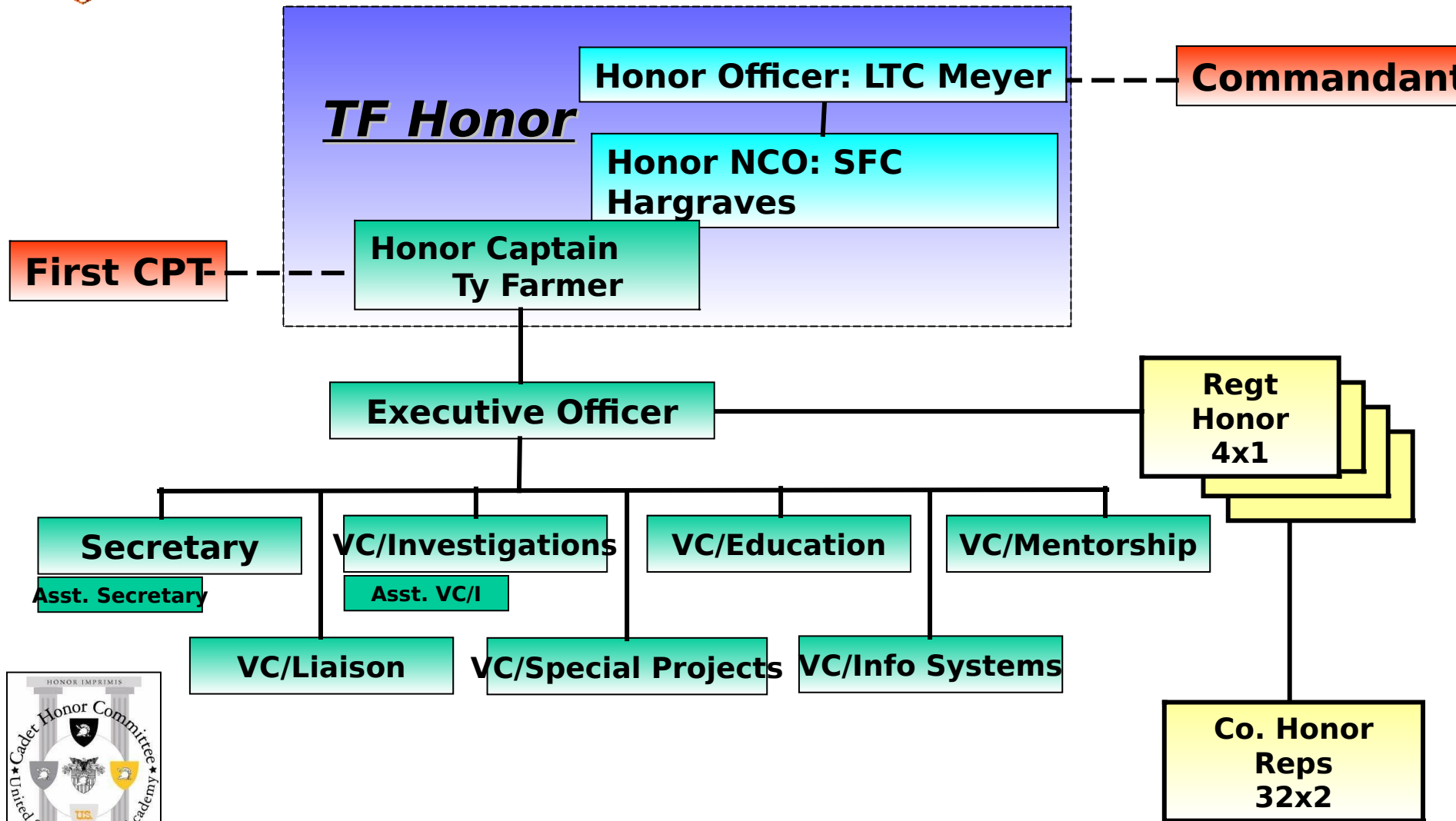


Duty, Honor, Country





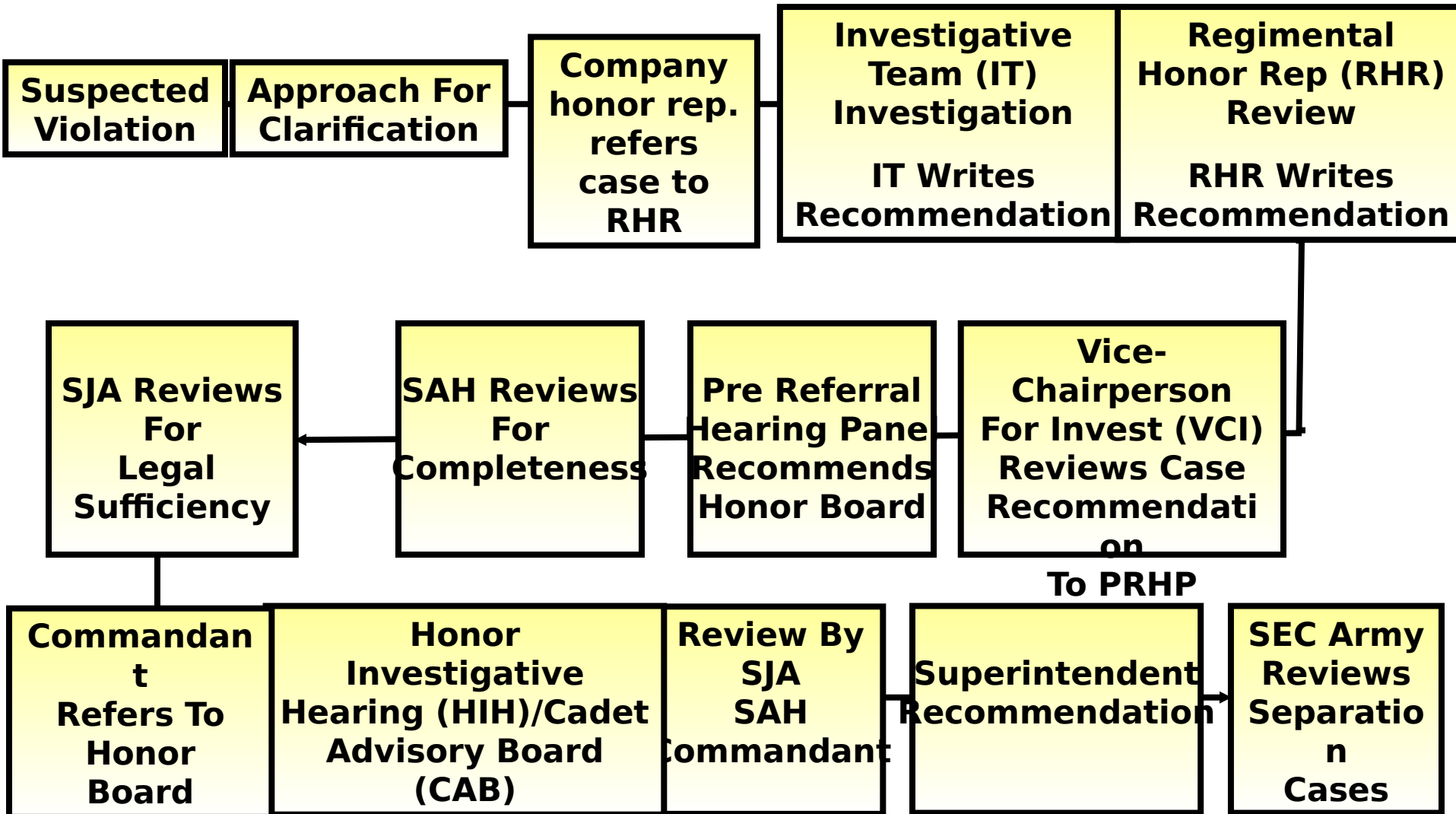
The Honor Staff



Duty, Honor, Country



Honor Investigative Process



Duty, Honor, Country



Respect Program

Bottom Line: It's all about treating everyone with dignity and respect regardless of background or culture.

- **Purpose:**

- To foster a commitment to moral-ethical excellence essential to leaders of character for the nation.
- As leaders in an increasingly diverse world, the Corps of Cadets, staff, and faculty embrace the principle that each individual has infinite worth and dignity.

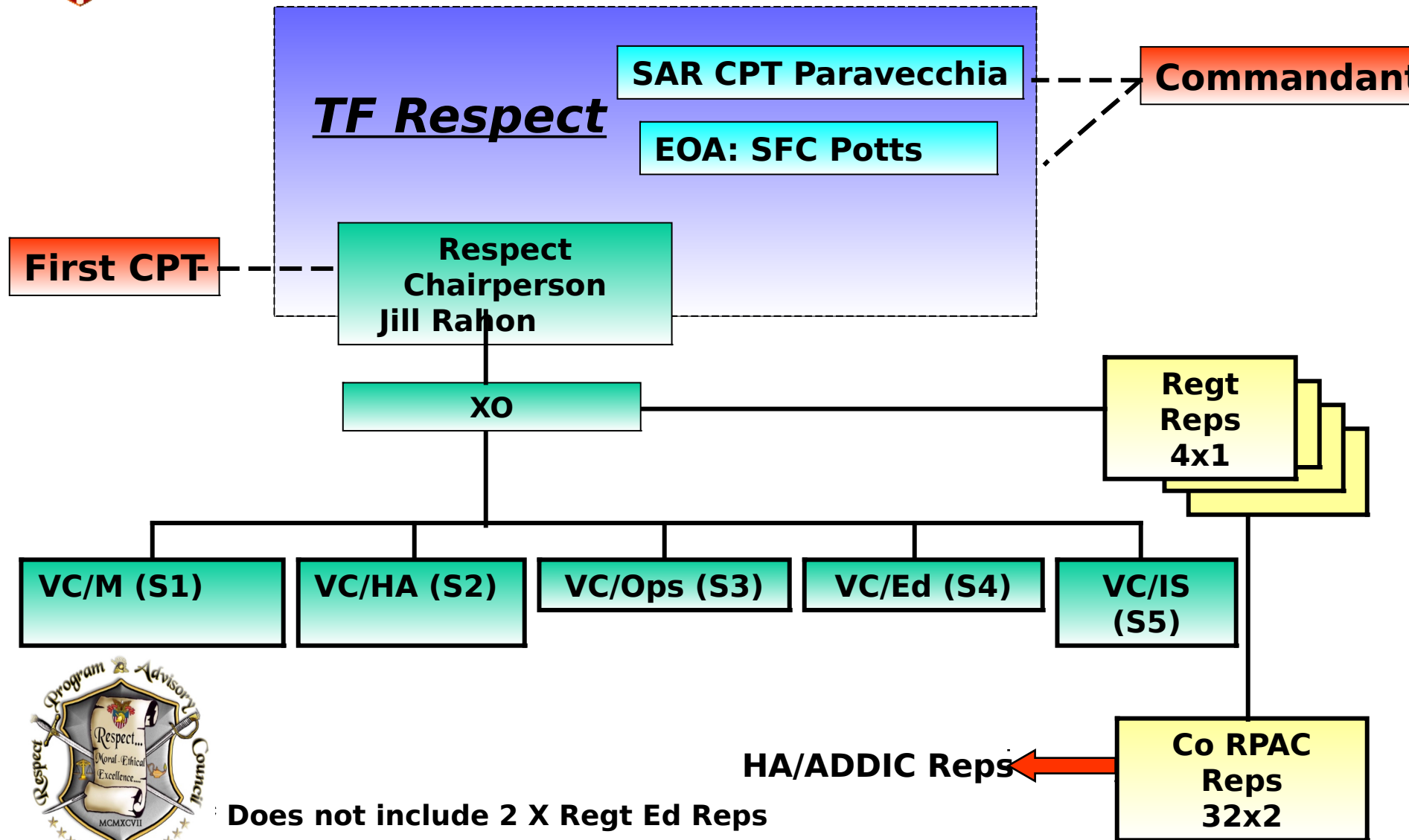


Respect Roles

- Supervise and mentor the Cadet Respect Staff.
- Develop and implement the Respect Campaign Plan.
- Contribute to Respect Education for the PME2 Program.
- Commandants sensing sessions.
- Cadets serve as SME's for respect issues in support of the Corps of Cadets chain of command.
- Serve as the Commandant's EOA/special assistant for respect.
- Conduct ethnic special events and observances.
- Supervise the Respect Mentorship program.
- Assist USCC in EO education for civilian staff and faculty.



The Respect Staff



Duty, Honor, Country



Officership

The practice of being a commissioned officer

- **Self identity with four interrelated roles:**
 - Warrior
 - A fighter who places mission first, never gives up and never accepts defeat.
 - Leadership in harsh environments.
 - This role separates the military profession from all others.
 - Servant of the Nation
 - Relationship between the military and society.
 - Responsive to the needs of the nation regardless of personal sacrifice.
 - Member of a Profession
 - Unique competence with an authority delegated by society.
 - Development through a life long calling...not simply a job.
 - Leader of Character
 - One who seeks to discover truth, decide what is right.
 - Courage and commitment to act accordingly...always.



Professor for Officership Roles

- Assesses the Academy's moral ethical outcome goals
- ***Integrates the theory of Officership into Cadet Curriculum***
- Conducts Senior Leader Panel for First Class Cadets
- Advances scholarship on the Army Profession, Officership and the Professional Military Ethic
- Conducts outreach to Army and other services



Duty, Honor, Country

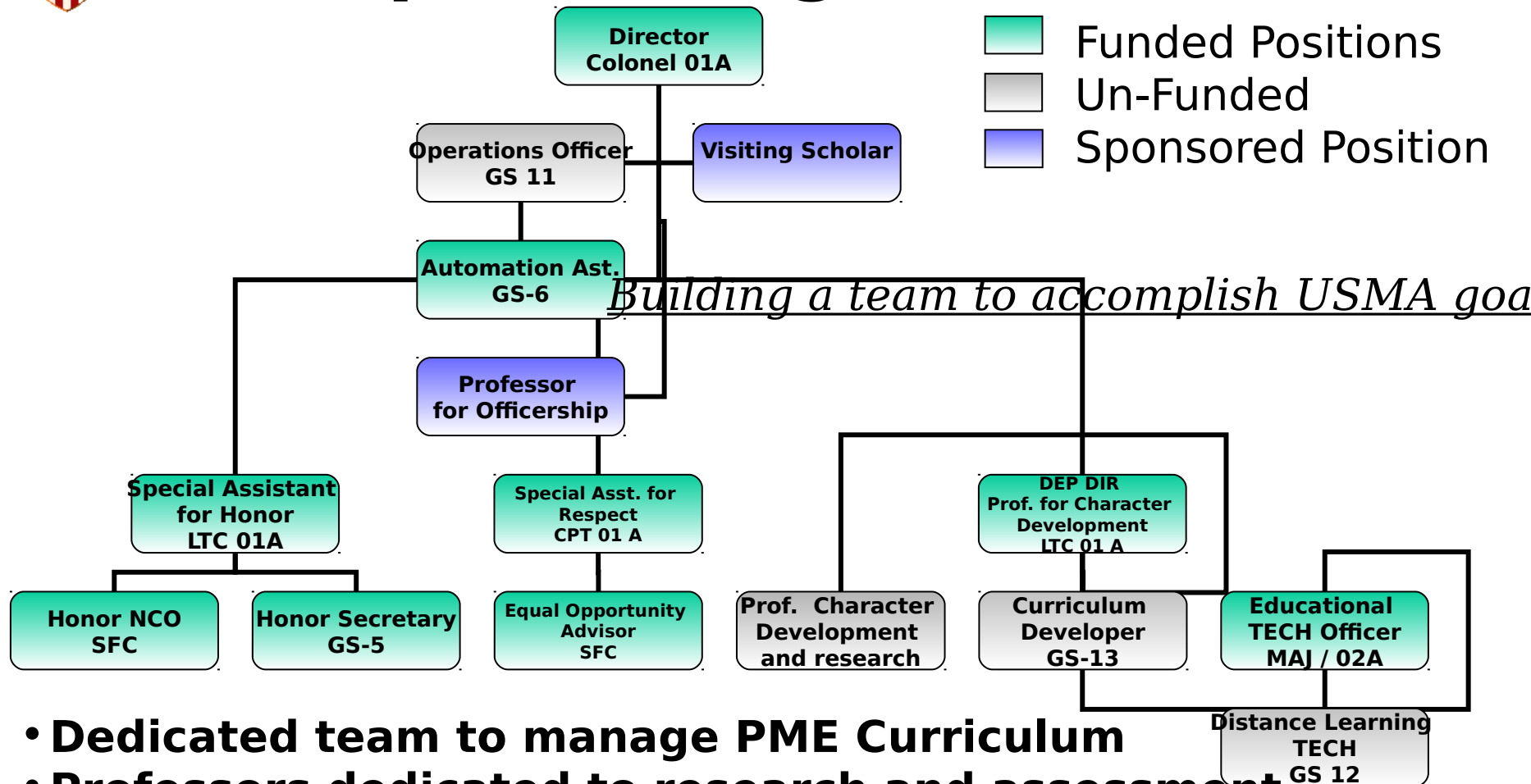


Outreach: NCEA

- **Purpose:**
 - Promote ethical awareness among American University undergraduate students on issues in collegiate communities and professional career fields.
- **Sponsored by the USMA Class of 1970**
- **Premiere Annual National Ethics Conference**
- **Composition:**
 - 140 College students from 60+ colleges across the Nation
 - 30 faculty
- **NCEA Mentors and Senior Leaders**
 - Highly qualified “leaders of character”
 - Includes USMA 1970 grads
- **Small group discussions**
 - 18 student groups
 - 2 faculty working groups
 - (12-15 individuals in each small group)
- **Run by the Cadets**



Proposed Organization



- Dedicated team to manage PME Curriculum
- Professors dedicated to research and assessment
- Experts to manage data and multi-media
- Enhanced program to Army and Civilian organizations

Duty, Honor, Country



Questions

Duty, Honor, Country